

Supplier Code of Conduct

The Supplier Code of Conduct aims to clarify Oriental Yuhong's principles and basic requirements for supplier social responsibility practices, promote all parties' fulfillment of social responsibilities, and build a sustainable construction and building materials supply chain. As our partner, Oriental Yuhong expects your company to support, accept, and promulgate the following standards, and also to apply similar standards across all stages of your own supply chain.

I. Legal Compliance

1. Adherence to Laws and Regulations: Suppliers shall comply with all applicable laws and regulations within the relevant legal framework, in their most current versions.

II. Environmental Responsibility

- a. Environmental Permits and Reporting:** Suppliers shall obtain and maintain up-to-date environmental permits, comply with permit conditions, and meet environmental reporting requirements under applicable laws and regulations.
- b. Resource Conservation:** Suppliers shall actively seek ways to improve resource efficiency, strive to reduce consumption of raw materials, energy, water, and other resources.
- c. Pollution Prevention:** Suppliers shall establish or adopt sound environmental management systems to minimize and control emissions of hazardous substances generated from business operations, and to mitigate impacts on human health and the environment. The procurement, storage, use, and disposal of chemicals or other hazardous materials must comply with relevant standards and requirements.
- d. Green Energy:** Suppliers shall actively adopt renewable energy (including but not limited to wind, hydro, solar, and biomass) to reduce product carbon footprints, and to influence and encourage companies within the supply chain to manage and reduce carbon emissions.

III. Social Responsibility

- a. **Prohibition of Forced Labor:** Suppliers shall prohibit the employment of any form of slavery (including modern slavery), forced labor, bonded labor, trafficked persons, or prison labor. No restriction of personal freedom is permitted, including the transportation, harboring, recruitment, transfer, or receipt of such workers or services by means of threat, coercion, abduction, or deception. Neither Your Company nor its related dispatch agencies or private employment agencies shall require workers to lodge deposits or surrender identity documents.
- b. **Child and Young Labor:** Suppliers shall comply with all applicable national and local laws and regulations on minimum working age and shall not employ child labor. Employment of workers under the age of 18 shall not interfere with their access to compulsory education, and the nature or conditions of the work shall not harm their health, personal safety, or morals.
- c. **Freedom of Association:** Suppliers shall, in accordance with local laws, permit employees to enjoy freedom of association and the right to collective bargaining, and shall not interfere with employees' lawful organization or union membership. **Non-Discrimination:** Suppliers shall prohibit discrimination in hiring, training, compensation, benefits, and other employment practices on the basis of race, color, religion or belief, marital status, age, nationality, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, veteran status, or any other status protected by law.
- d. **Harassment and Abuse:** Suppliers shall prohibit harassment and abuse in the workplace and shall not coerce employees through harsh or inhumane treatment, including but not limited to verbal abuse, psychological harassment, mental or physical coercion, and sexual harassment.
- e. **Working Hours and Fair Wages:** Suppliers shall comply with applicable laws and regulations regarding working hours and rest periods. Overtime work shall be based on mutual consent and shall be compensated in accordance with applicable standards. Wages paid to employees shall comply with local laws and regulations, including provisions on minimum wage, overtime pay, and statutory benefits.
- f. **Occupational Health and Safety (OHS):** In addition to meeting the minimum statutory requirements for working conditions, suppliers shall provide a safe and healthy working environment, identify and assess potential occupational health and safety risks (including fire safety, electrical safety, industrial hygiene, strenuous physical labor, and machine guarding), and establish mechanisms for

hazard identification and risk assessment. Risks shall be eliminated or mitigated through hazard removal, substitution, engineering controls, preventive maintenance, and safe work procedures (including lockout/tagout). Where necessary, suppliers shall provide appropriate personal protective equipment and occupational health examinations. Appropriate measures shall be taken to protect female employees, particularly pregnant and nursing workers.

IV. Ethical Governance

- a. **Business Integrity:** Suppliers shall operate ethically, avoiding illegal or unethical practices.
- b. **Anti-Bribery and Corruption:** Suppliers shall comply with anti-corruption laws and prevent bribery in any form.
- c. **Financial Crimes:** Suppliers shall not engage in money laundering, terrorist financing, or other financial crimes.
- d. **Confidentiality and Privacy:** Suppliers shall respect the privacy and confidential information of employees and business partners, and shall prohibit the misuse of data and intellectual property.

Suppliers shall organize training to ensure employees are familiar with and understand this Code, establish effective grievance mechanisms, and strictly maintain the confidentiality of whistleblowers and the information they provide, prohibiting any form of retaliation. Suppliers shall establish appropriate management systems to promote their upstream suppliers' with national laws and regulations, ensure lawful operations, and foster stable, mutually beneficial partnerships.

Oriental Yuhong reserves the right to audit and evaluate compliance with this Code. If Oriental Yuhong has reasonable grounds to believe that a supplier has violated this Code, it may take appropriate measures regarding the business relationship, including the right to suspend or terminate cooperation.